

**Joint Legislative Audit
and Review Commission**

**Integrated Human Resources
Information System (IHRIS)**

September 11, 2000

***AUDITOR OF
PUBLIC
ACCOUNTS***

COMMONWEALTH OF VIRGINIA

IHRIS ASSESSMENT

- **Required by 2000 Appropriations Act, Item 80 #3**
- **No funding pending completion**
- **Five objectives**
- **Performed by APA and JLARC**
- **Report by August 1, 2000**

Overall Findings

- **No common vision for IHRIS**
- **No sound timeframe for completion**
- **No central reference for what IHRIS would encompass with a supporting current project plan**

ASSESSMENT OBJECTIVES

Objective 1: Current and planned development provides for a cost effective integrated relationship with the state's central payroll and leave system.

- No current development to integrate
- Originally envisioned replacement of payroll with integrated system
- State Comptroller has chose to evaluate IHRIS before proceeding with integration

ASSESSMENT OBJECTIVES

Objective 2: Current and planned development successfully provides for a modernized personnel data system

- Has potential to improve data entry
- Will not modernize the existing legacy systems (PMIS and BES)

ASSESSMENT OBJECTIVES

Objective 3: Current and planned development allows agencies to access and query personnel data with increased privacy and control

- Conceptual environment designed, but not yet functional
- No analysis of risks and no policies related to security, privacy and control

ASSESSMENT OBJECTIVES

Objective 4: Current and planned development effectively support the implementation of the recommendations of the Commission on the Reform of the Classified Compensation Plan

- IHRIS Plan does not include or address compensation reform

ASSESSMENT OBJECTIVES

Objective 5: Future funding should be made available for the development of IHRIS.

We recommend no future funding for IHRIS

- No formal documentation of current IHRIS plans
- Project does not replace legacy systems
- Does not integrate payroll
- Does not provide privacy and control over the Internet.
- Does not implement Compensation Reform

FUTURE FUNDING – CONSIDERATION

- There is a need to improvements to Human Resource systems
- Funding future systems should require:
 - Development of a central reference of what system will encompass**
 - Define how system will operate**
 - Determine development methodology**
 - Prepare detailed project plan**
- Secretary of Technology should approve project plans
- Secretary of Finance may also need to review